

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND THE FEDERAL AVIATION ADMINISTRATION**

This agreement is made and entered into by the National Air Traffic Controllers Association, hereinafter referred to as ("NATCA" or "Union"), and the Federal Aviation Administration, hereinafter referred to as ("FAA" or "Agency"), and collectively known as "the Parties". This Agreement represents the complete understanding between the Parties at Colorado Springs ATCT concerning Prime Time Leave (PTL) and non-Prime Time Leave (NPTL) for 2027.

Section 1. This Agreement applies to all employees in the Colorado Springs ATCT bargaining unit(s) for the leave year beginning January 10, 2027 and ending January 8, 2028.

Section 2. PTL bidding will begin immediately following the completion of RDO bidding. Management shall post a Read and Initial notice of Prime Time annual leave bidding.

Section 3. The 2027 PTL period shall be from January 10, 2027 to January 8, 2028.

Section 4. After collaboration with the Union, the Agency has determined the amount and distribution of PTL opportunities as follows:

- a. Two (2) slots per calendar day of the 2027 leave year for Bargaining Unit Employees (BUE) bidding as CPC.
- b. One (1) slot per calendar day of the 2027 leave year for BUEs bidding as CPC-IT/DEV.
- c. Four (4) unrestricted slots (available to both CPC and CPC-IT/DEV bidders) will be available on the following calendar days:
 1. November 25, 2027 (Federal Holiday)
 2. December 25, 2027 (Federal Holiday)
 3. January 1, 2028 (Federal Holiday)
- d. Three (3) unrestricted slots will be available on the following calendar days:
 1. April 27-29, 2027 (NATCA National Convention)
 2. May 24-26, 2027 (NATCA in Washington)
 3. July 4, 2027 (Federal Holiday)
 4. September 6, 2027 (Federal Holiday)

Section 5. After collaboration with the Union, the Agency has determined the amount and distribution of NPTL opportunities and whether to redistribute non-selected prime time leave opportunities as follows:

- a. Unselected PTL opportunities will be redistributed as NPTL opportunities. Any calendar day with more than 2 slots remaining after PTL bidding shall be reduced to 2 slots.

- b. At the conclusion of NPTL bidding the Parties will collaboratively remove all excess leave opportunities to ensure there are no more than the total amount of BUE accrued leave for Leave Year 2027, including PTL.
- c. Total pre-approved leave opportunities for CPC: 448
- d. Total pre-approved leave opportunities for CPC-IT/DEV: 241

Section 6. A week shall be defined as a period of seven (7) consecutive days including RDOs.

Section 7. All leave bid/requested within designated pre-approved opportunities shall be considered approved in accordance with Article 24.

Section 8. The Parties agree to the following procedures for bidding PTL and NPTL:

- a. In the first round of bidding, each BUE shall be permitted to bid one (1) or two (2) consecutive or non-consecutive weeks of annual leave within any designated pre-approved opportunity. PTL opportunities that are neither selected nor redistributed will remain in place for NPTL bidding.
- b. In the second and subsequent rounds of bidding, each BUE shall be permitted to bid up to five (5) days of NPTL per round within any designated pre-approved opportunity.
- c. Rounds of NPTL bidding shall continue for six (6) rounds provided there are still bidders, or until all leave opportunities have been exhausted, whichever comes first. Employees are permitted to pass on subsequent rounds of NPTL bidding.
- d. All employees will be afforded the opportunity to bid all the leave they will accrue within the leave year prior to employees bidding accumulated leave.
- e. At the conclusion of each round of the bidding process identified in this Section, the Union's designee(s) and the Agency's designee(s) will meet to review all leave bid and ensure all bids are in compliance with the terms of this Agreement and the Parties Collective Bargaining Agreement (CBA).
- f. Procedures for CPC-IT/Developmental employees are as follows: CPC-IT/Developmental employees will bid separately from CPCs. A CPC-IT/DEV with a projected certification date on or before 1 November 2026 will bid as a CPC. CPC-IT/DEV employees will bid CPC-IT/DEV opportunities in accordance with the procedures in this agreement.
- g. Employees may not cancel or change leave bid in accordance with this Section until the conclusion of the bidding process.

Section 9. The Union shall conduct the bidding process and ensure that all eligible employees are given the opportunity to bid leave in order of seniority in accordance with Section 8 of this Agreement and Article 24 of the Parties CBA. Employees shall be afforded up to thirty (30) minutes of duty time, if otherwise in a duty status, to participate in the bidding process, including the Union's designee(s) conducting the bidding.

Section 10. Each annual leave bid made during the process identified in Section 8 of this Agreement will be entered into the NATCA Bidding Website (bid.natca.org) and will subsequently be transferred into WebScheduler.

Section 11. Employees may submit NPTL requests in excess of the pre-approved leave opportunities using the following procedure: Notification of the bidding process being complete will be disseminated to the parties, and any subsequent NPTL shall be entered into WebScheduler on a first come/first serve basis. This NPTL will be approved/disapproved in accordance with Article 24, Section 13.

Section 13. This agreement shall expire on the last day of the 2027 leave year, January 8, 2028.

Signed this 7th day of October 2026

For the Union:


Adam Carmody, COS FACREP

For the Agency:


Frank Spangler, COS ATM

Agency Head Review

Clifton Lovelace
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Date

